



ILLINOIS STATE
BAR ASSOCIATION

THE CATALYST

The newsletter of the ISBA's Standing Committee on Women & The Law

Letter from the chair

By Celia G. Gamrath

NOTE FROM THE EDITORS: For many, service on the Standing Committee on Women and the Law has brought not only the challenge of leadership, but the challenge of motherhood. During her Chairmanship, Celia Gamrath gave birth to her first child, daughter Caroline Grace Gamrath. She followed in the footsteps of the past Chair of our Committee, Kate Kelly, who, during her chairmanship, gave



Celia Gamrath

birth to her first child, Josie Kelpsas. Also, member Merdedith Ritchie, in later 2002, while an active member of the committee, gave birth to her first child, William (Billy) H. Ritchie IV. Those who wish to become members of our committee should beware: service is multi-faceted and multi-tasking is a requirement!

After 10 years of marriage, my husband Rob (partner of Quarles & Brady) and I welcomed with joy our first child, Caroline Grace Gamrath. Caroline was born on Friday, January 9, 2004, at 7:01 a.m., just about the time we would normally be getting to work. At that moment, we knew life would never be the same. Our priorities, needs, hopes, and desires all changed instantly as we held our daughter in our arms and fell madly in love with her.

Throughout my pregnancy and maternity leave I talked to Caroline incessantly. I spent hours introducing myself and explaining to her who I was, what I did for a living, and why I would have to leave her soon after she was born to return to work. Like many of you, I struggled with the dilemma of leaving my child and returning to work, and was forced to ask myself why I worked and was it still worth it? Would I scar Caroline forever because I was not there for her 24/7? The answer, I decided, was "yes," it was worth it, and "no," she would not be scarred. In fact, I believe (hope and pray) that I will be an even better parent and role model for Caroline as she sees me balance motherhood and career and as she sees me thrive in both aspects of my life.

That's when it hit me! I was not just returning to a job or to work, but rather to my profession. A profession I love and one I am proud to be a part of. The profession of law is stimulat-

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ing and gratifying; it helps me grow and develop as a person. It makes me happy to know that in some small way I am making the world a better place by helping my clients in their greatest time of need and by advancing the agenda of women in the community through the organized bar. It also makes me happy to be able to introduce Caroline to hundreds of dynamic, successful, independant women and to show her, by way of example, that there are no bounds to what she can accomplish.

I believe in my mind and heart that I can make this work. I can be a great mother and lawyer without any regrets. It is all about determination and spirit, staying positive and confident in my abilities, and having a good support system. Fortunately I have all the pillars of support I need: a wonderful husband and partner in parenting; supportive partners at Schiller, DuCanto and Fleck; excellent childcare; and an extensive network of experienced women, especially those on this Standing Committee, who have successfully maintained balance in their lives through motherhood and career and have shared with me tremendous wisdom and advice about both. For that, I thank you all, and I especially want to thank the members of this Committee for throwing me a wonderful surprise baby shower and giving Caroline a wardrobe that would make any child jealous!

Celia G. Gamrath

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One of our own achieves Laureate distinction

By Claire A. Manning

Sharon Eiseman, a longstanding and active member of the Standing Committee on Women and the Law, and a tireless promoter of women's legal rights, has been awarded with ISBA's highest achievement, a 2004 Laureate of the Academy of Illinois Lawyers. As Sharon told the ISBA, "This award is very humbling. I never set out to be a role model. I just wanted women to take the necessary steps to become active in their community, pursue career options that could benefit them and generally advocate on their own behalf."



Sharon Eiseman

While she may never have set out to be that role model, she nonetheless has been an inspiration for all of us: to do the right thing and utilize our minds and skills and hearts to empower women to help themselves make their lives better. I myself have known Sharon for years, both in her professional life (she's a municipal lawyer with Hodges, Loizzi, Eisenhammer, Rodick & Kohn) and in her life of community service. I asked a number of our members to identify how Sharon has inspired them. Here are some stories from three women lawyer leaders:

"I met Sharon in 1978 when, fresh out of DePaul, she came to CLS as a new volunteer. My job was to support the volunteers, recruiting, placing them in a neighborhood clinic, answering their questions, and backing them up in court. Sharon began with a commitment to making life better for our clients and an understanding that without her pro bono efforts, the poor people she saw at her CVLS clinic had no other option for help. All of our clients were poor, most were women, and a large portion of them had children. Sharon was always at the clinic on her scheduled night and always was a patient counselor. I knew she would be a volunteer for a long time, and indeed she has never stopped working to assist and empower people in need. She has answered the highest calling of our profession and I am glad to have her as a friend and colleague."

—Ruth Ann Schmitt

"I worked with Sharon when Women Everywhere began. I was President of the Black Women Lawyer's Association of Greater Chicago when she was President of WBAI. She made it her mission to develop programs that allowed for the exposure of women from both groups. She also willingly co-sponsored events that benefited both groups. I was pleased to work with her."

—Patrice Ball-Reed

"I met Sharon when she was counsel for the City of Evanston many years ago and I was Chief Counsel for the Illinois Liquor Control Commission. Since then, our paths have crossed in many ways. We have represented different sides in liquor license matters from simple to complex. She is tenacious without being abrasive. Her work ethic is the model of civility that the ISBA and the Supreme Court are advancing and highlighting this year. I have had the privilege to work with her on ISBA committees and to see her leadership in the WBAI as a member. In all of these endeavors, my admiration for her has grown over the years. She is right, talented and fair. Her energy inspires and awes. Her love of her family is evident. She is truly a role model for not only women lawyers, but for all lawyers."

—Irene Bahr

Where did Sharon get her own inspiration? From her mother, of course! As she told ISBA: "My mother came from a poor family with huge disadvantages. I don't know where she got the inner-strength to be a role model for me. She had such a strong faith and would never give up. My mother convinced me that I could do whatever I wanted in life. She was a terrific inspiration!"

Sharon began her professional life as a high school English teacher, and then worked with a group of adolescents. She decided to change careers and attended DePaul University College of Law while raising two daughters. As she explained, "I didn't feel that I was having the kind of impact on people and systems that I would like to have had. I saw problems and thought that as a lawyer I could make a greater difference. The

idea of working in the legal field also seemed more intellectually challenging, the environment more appealing."

Sharon has put these thoughts into action and, over the course of her career, has been active in many associations of attorneys that she felt were committed to changing the status quo of women, especially those who were not full participants in the economic lives of their communities. "As a lawyer, I became very active in women's movements," she recalled. "The opportunities became obvious, ones that could help influence and improve women's lives in the community and advocate their participation in the legal profession." She explains her commitment to these groups, including the Standing Committee on Women and the Law, as follows: "Working together we help make changes so women won't be deprived of the advantages available to them. We lobby legislators and make public officials aware of what actions they can take. We try to change laws that don't work and implement those that should be put on the books."

Eiseman has compiled a laundry list of public service projects and accomplishments. They include her roles as a past president of the Women's Bar Association of Illinois and longstanding member of the ISBA Committee on Women and the Law. She serves on the Local Government Law Section Council and the Committee on Legislation. She is particularly proud of two recent projects. One is the Joint Task Force on Issues Affecting Women as They Age, which she co-founded as an effort of the Women's Bar and Chicago Bar. The other is the annual Women Everywhere: Partners in Service Project. Women Everywhere is a coalition of women's bar groups that include the ISBA Committee on Women and the Law and the ISBA Committee on Minority and Women Participation. One day each spring, attorneys of varying talents volunteer at 30 to 40 community agencies that serve women in need, particularly victims of domestic violence. "We promote women's economic independence," Sharon said. "That could include job training for women who are either not employed or

underemployed, and likely have not had the educational opportunities to become independent."

Also on Sharon's agenda is an effort to encourage more women to go into public office. "We are lucky in Cook

County to have so many women who are elected officials, but we need more," she said. As the ISBA reported upon her receiving the award:

"Eiseman is never far from thinking about how to help others. 'There's a

lot to do if you keep your eyes open and notice what's going on around you.'" On our committee, Sharon certainly keeps her eyes open; She keeps us "on task" and is an inspiration to women lawyers everywhere.

Law Day breakfast with Justice Garman

By Claire A. Manning

There was no better opportunity for a group of women lawyers to celebrate law day than to spend it having a breakfast with Illinois Supreme Court Justice Rita Garman in her hometown of Danville. Sponsored by Women and the Law, the event was attended by members of the Standing Committee, and by area women lawyers. The event was hosted by Stephanie Spiros, in the Danville home she shares with husband James Spiros and their twin boys.

Justice Garman has been a friend of ISBA's Standing Committee on Women and the Law for some time, and has appeared at many of the networking events that we have sponsored in the various appellate court districts throughout Illinois. As well, Justice Garman is a stalwart supporter of women in the practice of law and, whether she knows it or not, has been a valuable mentor for women lawyers, myself included, throughout her career in law and on the bench. That career includes several years as an Assistant State's Attorney, and in private practice, in Vermillion County. She was an Associate Circuit Judge for 12 years and a Circuit Judge of the Fifth Judicial Circuit for nine years. Most of those nine years Justice Garman served as the Presiding Circuit Judge. She was assigned to the Fourth District Appellate Court in 1995 and elected to that position in 1996. She was appointed to the Supreme Court on February 1,

2001, and was subsequently elected.

Born in Aurora, Justice Garman was the 1961 Valedictorian of Oswego High School. In 1965, she received a B.S. in economics, with the highest honors, from the University of Illinois. In 1968 she was graduated, with distinction, from the University of Iowa School of Law. Since those days, she has made her home in Vermillion County, which she is "happy to call home."

In her gracious but direct style, Justice Garman regaled those of us at the breakfast with stories of attending law school in the 60s, and being a young lawyer in the 70s. She explained

how, at that time, women lawyers were not taken as seriously as male lawyers. She told us of being asked questions no one would dare ask us today. Though we've made many strides in bringing women into the practice of law, Justice Garman sagely advised that we "continue to persevere." Every day is a challenge, especially for those of us who balance our careers with motherhood and volunteer work. Obviously, those challenges have strengthened and enhanced Justice Garman. Like her, we should proudly carry a sense of professionalism as a lawyer—and responsibility as a woman.



L-R, (front row): Celia Guzaldo Gamrath, Hon. Rita Garman, Stephanie Spiros. (Back row): Diana Jagiella, Alice Noble-Allgire, Irene Bahr, Patrice Ball-Reed, Hon. Sue Hutchinson, Tracy Prosser.

The Women Everywhere: Partners in Service Project marks five years of service to women and children in need

By Margot Klein

On February 26, 2004, the Women Everywhere: Partners in Service Project, a collabo-

rative effort of nine area women's bar groups, celebrated five years of bringing attorneys, judges and friends of the

legal community together to provide volunteer services to women and children in need. Through the Women

Everywhere Project, several hundred volunteers donate time on an annual service day to direct service activities at community agencies throughout the state as well as to educational activities at area courts.

The project has seen steady growth in the five years since its inception. In 2003, more than 450 volunteers participated in the Women Everywhere Project. A record number of 13 law firms participated in the project by pairing with a community service agency for the day, some using the project as an opportunity to bring their attorneys and summer associates together for a community service day activity.

The Women Everywhere Project commemorated its fifth anniversary with a reception hosted by the Women's Forum of Jenner & Block LLP, a five-year participating firm. At the reception, the 2004 Women Everywhere Planning Committee presented its first-ever "Outstanding Partner" award to Cook County Circuit Court Chief Judge Timothy C. Evans for his dedicated commitment and support of the project. During his remarks, Judge Evans emphasized the importance of community service, and recognized the bridge that the Women Everywhere project provides between busy attorneys and judges and women and children in need of their volunteer services. Fox News Weekend Anchor and Women Everywhere volunteer, Nancy Pender, also spoke on behalf of the project, describing the inquisitive and excited students with whom she met in 2003, and declaring that she was committed to working with the project again in 2004.

On March 4, 2004, Cook County Circuit Court Chief Judge Timothy C. Evans took another step to encourage participation in the volunteer project by hosting a judicial reception at the Daley Center to which all judges were invited to attend. At the reception, members of the Women Everywhere Planning Committee spoke with judges about the many ways in which they could volunteer. Women Everywhere Planning Committee Co-Chairs Margot Klein and Jeanne Reynolds focused on the diverse nature of the project's activities, and emphasized the Committee's efforts to provide a greater array of volunteer opportunities than ever before. During his remarks, Judge Evans endorsed

participation in the project, and even offered the judges in the audience the assistance of his office in making any arrangements necessary for them to volunteer. Nearly 60 judges attended the reception, many of whom signed up on the spot to participate.

Judge Diane Larsen, a long-time participant in the project, briefly recalled for the audience her experience in 2003 leading a mock-trial based on the Glenbrook hazing incident with a group of young girls who visited her courtroom through the Women Everywhere Project. "We used the mock trial as a spring board for a larger discussion on the importance of self-esteem and valuing others just as you value yourself," Judge Larsen explained. "Overall, the important thing about this project is that it introduces the girls to the many roles in the court system—not just judge, but also court clerk, reporter, law clerk, court security—and it shows them that these options are available to them."

The direct service activities at community agencies usually range from performing building maintenance, gardening and spring cleaning projects to leading discussions and providing basic legal information to community agency clients.

The Women Everywhere Project is coordinated by representatives of nine women's bar groups: Black Women Lawyers Association of

Greater Chicago, Inc.; Chicago Bar Association Alliance for Women; Chicago Bar Association Young Lawyers Section Women in the Law Committee; DuPage Association of Women Lawyers; Hadassah Attorneys Council; Hispanic Lawyers Association of Illinois Latina Lawyers Committee; Illinois State Bar Association Minority and Women Participation Committee; Illinois State Bar Association Women and the Law Committee; and the Women's Bar Association of Illinois. To learn more about the project, or to volunteer to participate, please contact Planning Committee Co-Chairs, Margot Klein (312-346-8700), or Jeanne Reynolds, (312-332-4312). To sign up to participate in the Women Everywhere Project, please contact Ellen Girard at egirard@quarles.com, or print out a volunteer sign-up sheet by visiting www.women-everywhere.org.



ISBA members attending the WE Reception include (L-R) Jewel Kelin, Sharon Eiseman, Sandra Crawford, Yolanda Dauphin, Lynn Grayson, Cheryl Cesario, Michelle Jochner, and Judge Elizabeth Budzinski.



From left to right: Lynn Grayson, Jenner & Block; Margot Klein, WE Co-Chair, Judge Timothy Evans, Outstanding Partner in Service Award Recipient; Susan Levy, Jenner & Block; Jeanne Reynolds, WE Co-Chair.

Illinois law school deans are a model of diversity

By Alice Noble-Allgire

Illinois reached a significant milestone during the past year when Patricia Mell and Peter Alexander became the first black deans—and Mell the first female dean—at their respective law schools. With their arrival, a majority of Illinois's nine law schools are now led by women and people of color, setting a positive example for the next generation of lawyers and establishing a model of diversity for other states to follow.



Heidi M. Hurd

It is perhaps fitting that this milestone occurred in 2003—the 20th anniversary of Nina S. Appel's rise to the leadership of the Loyola University Chicago School of Law. She, too, was the first woman to be dean at her institution—indeed, the first female dean at any Illinois law school. Likewise, Heidi M. Hurd was the first female dean at the University of Illinois College of Law when she was hired in 2002 and LeRoy Pernell was the first black dean at the Northern Illinois University College of Law when hired in 1997. Pernell now shares that distinction with Mell, the new dean at the John Marshall Law School, and Alexander, dean at the Southern Illinois University School of Law.

The number of women and people of color holding these prestigious positions in Illinois is markedly higher than the national average. The latest statistics available from the Association of American Law Schools Web site indicates that only 12.5 percent of the deans at AALS schools nationwide are women and nine percent identified themselves as minority. By comparison, 33 percent of Illinois' deans are currently women and 33 percent are minority.

Dean Alexander said the number of women and minorities in decanal posts in Illinois reflects the progressive thinking of the members of the higher education community in the state.

"We are poised to do great things for our schools, our students and for the clients we all serve," he said. "Having women and people of color in leadership positions helps to prepare law students for the practice of law, where they

will encounter people from all walks of life and from all social, cultural and economic backgrounds."

Dean Mell agreed, saying: "The fact that the state of Illinois has a majority of women and/or minorities as deans says that the academy is now in a position to see just how valuable different perspectives can be in leading an institution."

This diversity of perspectives is evident from a cursory review of *Chicago Daily Law Bulletin* stories about the goals and accomplishments of these deans:

- In applauding Appel's 20 years of accomplishments at Loyola, for example, the newspaper noted that Dean Appel had co-founded the Civitas ChildLaw Center to train lawyers to represent abused and neglected children; established the Elder Law Initiative to serve elderly and indigent clients; began a Loan Repayment Assistance Program to assist graduates who take low-paying public service jobs; and created a business law clinic to help entrepreneurs and non-profit groups develop business skills to stabilize communities.
- When Dean Pernell was appointed to a second term in 2002, the newspaper noted that he had fulfilled his goal of increasing the school's clinical law programs and would begin to focus efforts on enhancing technology in the law school, expanding the school's facilities, and maintaining diversity among students, faculty and staff.
- At Southern Illinois University, the newspaper reported that Dean Alexander has made student recruitment a priority in his first year by personally attending a number of large recruiting forums as well as making calls at individual schools. By maintaining a high-profile presence at these events, Dean Alexander hopes to increase diversity in the student body by attracting more highly talented women and minorities to the school. Although not mentioned in the newspaper, Dean Alexander has also helped diversify the hiring pool

for law faculty.

- An article announcing Dean Mell's appointment stated that she was attracted to John Marshall because of its history and mission of recognizing "that justice is best served when lawyers come from diverse backgrounds and perspectives." She was impressed by the innovative projects and research at the school, including the Fair Housing Center. In an interview for this newsletter article, Dean Mell reemphasized these points, saying that John Marshall "has not been bound by what's popular, but what's **right**. It was a good fit for me."
- The article announcing Dean Hurd's appointment noted that she is on the cutting edge of the legal field by bringing an interdisciplinary program to the University of Illinois. As a co-founder of the *Journal of Law and Philosophy*, Dean Hurd relocated the journal's headquarters to the university and plans to develop a program of law and philosophy at the school.

Dean Mell said that bringing about change and a new perspective to the job can create uncertainty as people get to know the new dean, but she noted that these challenges "come with *any* change." It is quickly evident that she doesn't let her status as a woman or a person of color divert attention away from the substantive issues.

"I never know if people are reacting to me because I'm a woman or because I'm black or just because I'm an authority figure," she said. "You don't really know why someone reacts the way they do, so you can't worry about it." Accordingly, she focuses on the person's questions and concerns about the substantive matters, rather than wasting energy second-guessing their motives.

Students have been complimentary about the different perspective they have observed from the new deans. Marcus Thorpe, a second-year law student at Southern Illinois University, observed that Dean Alexander models and encourages more "modern" ways of teaching law, which benefits the institution as a whole.

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"On a more personal level," he added, "it is both gratifying and encouraging to see an African American in such a high position. I come from the inner city of Atlanta, Georgia, where I was definitely in the minority because I had aspirations of success. So, to come here and see a successful black man is wonderful. So often times we stereotype each other and come to believe, right or wrong, that one race will only achieve so much. So it is nice to know and believe that with the new century comes the disintegration of racist ideas that preclude African Americans from upper management job opportunities."

Thorpe said that Dean Alexander has served as a liaison between the Black Law Students Association and other organizations on campus. Thorpe said those connections are helpful because "there are many times when the agenda of black students has not been properly dealt with because blacks are so few in number at Southern Illinois University."

Women and minorities are still few in number within the legal academy as well. Accordingly, Dean Mell would

like to see more people of color and more women pursuing a decanal career path.

"It can be frustrating, but they shouldn't allow that to deter them if they want to be in a position like this to make a difference," she said. "All women and minorities make a difference in their own ways. We all bring gifts to the table. If you think you have a gift of pulling people together and assisting them to be the best they can possibly be, this is something you should do."

Dean Mell said that dean searches can be quirky, and it is often difficult to know, as a candidate, whether one has meshed well with the search committee or the faculty. Most importantly, she said, "You have to be honest and upfront about who you are. It doesn't make sense to pretend to be something you're not."

She said this message is particularly important for women and persons of color because "leaders are held to a higher standard. Understanding that, you have to be consistent in the message that you give. Everyone needs to know what you want to do, and either they like that and hire you or they don't."

Fractured fairy tales—How children's classics can reinforce harmful stereotypes

By Alice Noble-Allgire

A few years back, I found myself spending time with the four-year-old daughter of some friends. We stretched out on the living room floor with a couple of tiny plastic figurines and a long-necked stuffed animal to amuse ourselves.

It interested me when she picked up one of the figurines and placed it on the back of the animal, announcing, "This one goes here." She then picked up the second figurine and placed it on the animal's head, announcing, "This one goes here."

Curious, I pressed her for an explanation.

"Because," she said, "this one is the boy and he goes up here; and this one is the girl and she goes down here."

Even more intrigued, I pressed her further: "Why does the boy go up

there and the girl down here?" Her answer came as a complete shock.

"Because the boy is more important."

Where did she come up with that? Her parents certainly were not teaching her to think that way. But it was very clear that, in some innocuous way, she had "learned" at this tender age that little girls are not as "important" as little boys. How?

A newly published study suggests that one answer might be right under our noses—in the pages of our children's favorite fairy tales.

Lori Baker-Sperry of Western Illinois University and Lori Grauerholz of Purdue University recently studied 168 Brothers Grimm fairy tales to determine how the authors treated the issue of "beauty." Their study revealed that fairy tales send strong messages about

the feminine beauty ideal, which can inhibit young women who feel they do not match this ideal.

"Children's media can be a powerful mechanism by which children learn cultural values," Baker-Sperry said in a news release posted on the Western Illinois University Web site. "Through the proliferation of fairy tales in the media, girls (and boys) are taught specific messages concerning the importance of women's bodies and women's attractiveness. We are concerned that messages of how looks can label a person as good or bad is harmful to children."

The study, entitled "The Pervasiveness and Persistence of the Feminine Beauty Ideal in Children's Fairy Tales," was published in the October 2003 issue of *Gender and Society*. It found that beauty or ugliness was mentioned in 94 percent of the fairy tales, mainly in relation to female characters. In the "Cinderella" fairy tale, for example, beauty in women was mentioned 114 times, while the appearance of male characters is mentioned less than 35 times in each tale.

"Boys don't get the message as much that it's so important to be handsome," Grauerholz was quoted as saying in an Associated Press article. Although most of the princes are handsome, she noted, "there are not continual references to it."

Admittedly, the study did not focus on whether men or women were more "important"—the lesson my four-year-old friend had somehow learned—but the researcher's findings certainly suggest that fairy tales reinforce many gender, racial, and socio-economic stereotypes.

The study found that beauty was most often linked with goodness in the children's stories, while ugliness was commonly associated with evil (Snow White's beautiful, but evil, stepmother being a rare exception). Beauty was also linked with economic privilege.

"From early childhood, girls are read fairy tales about princesses who achieve vast riches simply because their beauty

makes them special," Grauerholz said in a news release on the Purdue University Web site. "That's a powerful message that can inhibit young women who feel they do not meet society's expectation of what it means to be attractive. . . . It's important to understand the messages our children receive about traditional gender roles, especially during a time when women are encouraged to be independent and rely on their brains rather than beauty."

The researchers said that some people have questioned whether pervasive references to beauty are harmful. They argue that powerful messages about beauty may compel some women to engage in harmful behaviors, such as developing anorexic or bulimic eating habits, or seek beauty at the expense of other activities or careers, such as competitive sports or jobs that are not viewed as feminine.

"This continued emphasis on beauty is a way society controls girls and women," Grauerholz said in the Purdue news release. "Women adopt behaviors that reflect and reinforce their relative powerlessness, which can lead to limiting a woman's personal freedom, power and control."

Fairy tales can also have a negative impact upon children of color. A few months before this study came out, a colleague told me about the young daughter of a friend who had astutely observed that all of the princesses in the fairy tales were white and most had blonde hair and blue eyes. She also had observed that her own Asian skins tones did not match that ideal. Thus, before this young girl had even entered kindergarten, she had already deduced that she was somehow inferior to other girls who do meet that ideal. That's a powerful, inhibiting message that is being hard-wired into the data banks of young female brains.

Baker-Sperry and Grauerholz allude to this problem, noting the lack of minorities mentioned in the fairy tales they studied.

"Fairy tales are important historically

because they provide children with information about a certain period," Baker-Sperry said in the Purdue news release. "What they don't do is provide positive images about groups who are not white, middle-class or heterosexual."

The researchers do not advocate the elimination of fairy tales, but instead urge parents to help their children critically evaluate the messages in the stories.

"We don't discourage children from reading fairy tales, even with these misleading stereotypes and failure to include minorities," Baker-Sperry said. "But we strongly recommend parent or adult interaction while children read or view fairy tales."

"I intentionally read fairy tales to my four-year-old daughter to expose her to these issues," she said. "And we talk about what's real and what's just a story. Even at four she's able to separate what real women can do and become from those portrayed in the fairy tales."

The researchers also applaud more modern fairy tales, like the 2001 animated film "Shrek," which defy stereotypical roles. Although following a traditional fairy tale format, this story features a beautiful maiden who lives happily ever after despite being transformed into an ogre.

About 43 percent of the Grimm Brothers fairy tales have been reproduced in children's books or movies. Five of these fairy tales—Cinderella, Snow White, Little Red Riding Hood, and Hansel and Gretel—make up about two-thirds of all reproductions.

"The pervasiveness of fairy tales in our society, through books and movies, suggest that there are many opportunities for these messages to become internalized," Baker-Sperry said.

Alice M. Noble-Allgire is an associate professor at Southern University School of Law in Carbondale. She teaches courses in Property Law, Trusts & Estates, and the Legal Profession. She is a member of the ISBA Standing Committee on Minority & Women Participation.

Legislative update

By Ellen Schanzle-Haskins, Vice Chair

The Committee on Women and the Law was and is very active in monitoring and commenting on legislation of interest to women in

Illinois. The following is a synopsis of legislation of interest to the committee which was passed by the 93rd Legislative Session of the Illinois

General Assembly and signed into law by the Governor:

Equal Pay Act—Equality in

the Workforce—SB0002—PA 93-0006:

The Equal Pay Act prohibits employers with four or more employees from paying unequal wages to men and women for doing the same or substantially similar work, requiring equal skill, effort, and responsibility—under similar working conditions for the same employer in the same county. Exceptions include a wage system based on seniority, a merit system, a system measuring earnings by quantity or quality of production, or factors other than gender. The Act is administered through the Illinois Department of Labor and violation penalties may include requiring the employer to make up the wage difference, legal fees, and civil fines of up to \$2,500 per violation. (effective January 1, 2004).

Child Support—New Collection Tool—HB0016—PA 93-0116:

Provides that upon request by the Department of Public Aid or other public entity responsible for enforcement of child support, employers, labor unions, and telephone companies must provide location information regarding putative fathers and noncustodial parents for the purpose of establishing, enforcing or modifying a child support obligation or establishing a child's paternity. The employer, labor union or telephone company must respond within 15 days or face a possible civil penalty for failing to do so. (effective July 10, 2003).

Child Support—Bail Used as Collection Tool—HB 3504—PA 93-0371:

Provides that the court may order bail bond deposited by or on behalf of a defendant in a criminal case to be used to satisfy financial obligations of that same defendant in a different case, but only after bail monies are first used to satisfy attorney fees and court costs in the original case (requiring the original bond posting) and any existing unpaid child support obligations resulting from any case. (effective January 1, 2004).

Domestic Violence—Fees for Victims—HB 3501—PA 93-0458:

Amends the Domestic Violence Act to prohibit a Circuit Clerk from charging

a fee for amending, vacating, or photocopying petitions or orders. Further prohibits the Clerk from charging a fee for the issuance of alias summons or related filings. (effective January 1, 2004).

Mental Health—Training required—SB0200—PA 93-0376:

Provides that the Illinois Department of Human Services must develop and annually offer a training event (at least one annually) for judges, State's Attorneys, public defenders, law enforcement personnel, social workers, health care professionals, and private lawyers regarding mental illness, the standard for civil commitment and involuntary treatment, documentation requirements, and other changes or provisions of the Mental Health and Developmental Disabilities Confidentiality Act. (effective July 24, 2003).

Child Custody—New Act—HB 1157—Public Act 93-0108:

Creates the Uniform Child-Custody Jurisdiction and Enforcement Act, which sets forth standards for child custody jurisdiction determinations. Creates a process for the enforcement of interstate child-custody and visitation determinations. Repeals the Uniform Child Custody Jurisdiction Act. (effective January 1, 2004).

Editor's note: New legislation recently proposed is closely monitored by the Legislative subcommittee of the Committee on Women and the Law. Once a position is taken by the subcommittee and the full Committee, the comments and suggestions are forwarded to the ISBA Committee on Legislation, which ultimately works with the Board of Governors to formulate ISBA positions on legislation. The following bills are just a few of those from the current legislative session which are of interest to the Committee on Women and the Law and are being evaluated for recommendation to the ISBA Committee on Legislation:

SB 2461—Human Rights Coverage to Include Pregnancy:

Amends the Human Rights Act. In the definition of "sex" prohibited discrimination, includes "because of the perception of pregnancy, pregnancy, childbirth or related medical conditions" and provides that women affected by pregnancy, childbirth or related medical conditions shall be treated the same for

all areas covered by the Act—including receipt of benefits under fringe benefit programs in employment—other persons not so affected but similar in their ability or inability to work.

HB 6779—Limitation period for spousal rape:

Extends the current limitation period for victim reporting of spousal criminal sexual assault, aggravated sexual assault, criminal sexual abuse, or aggravated criminal sexual abuse to law enforcement from 30 days to six months.

HB 5012—Civil No Contact Order:

Amends the existing law to state that the Court shall provide, through the office of the Clerk, simplified forms for filing a petition for a civil no contact order. Provides, among other things, that the Court may appoint counsel to represent the petitioner if the respondent is represented by counsel. Changes what a civil no contact order may contain. Provides that an emergency civil no contact order shall be issued by the court if it appears from the contents of the petition and the examination of the petitioner that the averments are sufficient to indicate nonconsensual sexual penetration by the respondent. Provides that, for emergency civil no contact orders the order shall state that the respondent may petition the Court to reopen the order if he or she did not receive prior notice of the hearing and if the respondent alleges that he or she had a meritorious defense.

SB 3151—Child Support—Unpaid Arrearage:

Provides that if there is an unpaid arrearage or delinquency equal to at least one month of support still existing on the termination date stated in the order for support, or if there is no termination date stated in the order—on the date the child attains the age of majority or is otherwise emancipated—then the periodic amount required to be paid for current support of that child shall automatically continue to be an obligation—not as current support but as periodic payment toward satisfaction of the unpaid arrearage. Provides that the periodic payments be in addition to any periodic payments previously required for satisfaction of the arrearage.

Wildman Harrold hosts “Dismantling the Glass Ceiling” luncheon

By E. Lynn Grayson

On March 11, 2004, Wildman Harrold Allen & Dixon’s Law group hosted a special luncheon entitled “Dismantling the Glass Ceiling and Other Strategies to Promote Women in the Workforce.” Joyce Miller, former Executive Director of the Glass Ceiling Commission for the U.S. Department of Labor and Dr. Arin Reeves, Principal, The Athens Group, Commissioner on the American Bar Association’s Commission on Women and Chair of the Chicago Bar Association’s Special Commission on Diversity, provided their insights on glass ceiling issues and other concerns affecting working women.

In her opening remarks, Ms. Miller noted that the term “glass ceiling” was first used in a 1987 *Wall Street Journal* article addressing why women did not get promotions or otherwise progress into leadership and management positions within organizations. The U.S. Department of Labor created the Glass Ceiling Commission in 1991 to evaluate issues impacting women and to ensure equal access and equal opportunity for women in the workplace.

The Commission found barriers for women included: 1) outreach and recruitment efforts often did not reach women and minorities; 2) corporate climate can be alienating for women and minorities; 3) women and minorities often are isolated into certain job categories where leadership and promotion opportunities are more limited; 4) poor training and lack of effective mentoring adversely impacts advancement opportunities; and 5) institutional rigidity denies family and work balance.

In response to these findings, the Commission recommended strategies

for improvement that included: 1) creating a workplace environment where employees equally take advantage of policies and leave practices in place; 2) developing better data collection efforts to pinpoint where improvements are actually needed; 3) working to put effective training and mentoring programs in place; and 4) stressing the importance of internal and external communications and networking, particularly for women and minorities, to better understand opportunities, support and resources available.

At one point, Ms. Miller noted that the equal rights movement for women can be best characterized as “you’ve come a long way baby, but you’ve got a long way to go.”

Dr. Reeves addressed strategies to further women’s success in the legal profession. In light of her research and work with law firms, Dr. Reeves recommended two strategies. First, there needs to be structural changes in the legal profession to enhance the success of women lawyers. Second, women need to be empowered as self advocates for their own careers since we cannot wait for longer-term structural changes.

Dr. Reeves reported on recent NALP studies showing that women law students have higher LSAT scores and overall undergraduate GPAs than men law students. Nonetheless, 50 percent of women lawyers will leave law firms within four years. For women of color, the NALP studies show that 100 per-



Pictured, from left to right: Tamara Askew, ABA Commission on Women; Dr. Arin Reeves, The Athens Group; Joyce Miller, former Executive Director of the Glass Ceiling Commission; and, Kathleen Gilligan, Wildman Harrold Allen and Dixon.

cent will leave law firms by the end of eight years. Even though women make up 51 percent of law school classes, only 15 percent are law firm partners and only about five percent of those women are equity partners.

As a new Commissioner, Dr. Reeves discussed the work of the ABA’s Commission on Women in the Profession. The Commission, established in 1987, was created to assess the status of women in the profession, identify barriers to advancement and recommend to the ABA actions to address problems identified. Its mission is to secure the full and equal participation of women in the ABA, the legal profession and the justice system. The Commission is sponsoring important programs in April and May regarding women in the law leadership academy and a general counsels/managing partner forum. For more information about the Commission and their programs, visit www.abanet.org/women.

What’s next? Following up on the 1990 Illinois Task Force Report on Gender Bias in the Courts

In 1990, a task force of the Illinois State Bar Association, Chicago Bar Association and the Women’s Bar Association of Illinois issued a report on gender bias in the Illinois courts. The

report studied and recommended reforms in four main areas: (1) domestic relations, (2) criminal justice, (3) civil damage awards, and (4) courtroom dynamics. Many of the task force’s rec-

ommendations have been implemented. However, we would like your help to identify what areas, if any, warrant further study or action. Please mark the areas you think need to be addressed,

describe the aspects of the gender issues presented and list any suggestions about how to address them.

I. Domestic Relations

- Property Distribution:
- Maintenance:
- Litigation Expenses:
- Child Support:
- Child Custody and Visitation:
- Domestic Violence:
- Other:

II. Criminal Justice

- Sexual Assault:
- Domestic Violence:
- Sentencing:
- Other:

III. Civil Damage Awards

- Gender-Based Assumptions Regarding Injuries and Earning Capacity:
- Selection and Presentation of Witnesses:
- Jury Selection:
- Illinois Pattern Jury Instructions:
- Other:

IV. Courtroom Dynamics

- Underrepresentation of Women Attorneys in the Field of Litigation:
- Lack of Diversity in Women Attorneys' Caseloads:
- Judicial Conduct:
- Attorney Conduct:
- Treatment of Women Litigants and Witnesses:
- Acceptance of Women Litigators

in Professional Community:

- Other:

V. Role of ISBA Standing Committee on Women and the Law

What can the ISBA Standing Committee on Women and the Law do for you?

- Provide educational programs on: _____
- Propose legislation on: _____
- Sponsor professional development programs on: _____
- Study issues regarding: _____
- Other: _____

Thank you for your help with this important project.

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